

Resolution Amending the Chatham County Personnel Policy

WHEREAS, the Chatham County Personnel Policy, adopted March 11, 1996, establishes the general guidelines for employees conduct; and

WHEREAS, from time to time it is necessary to amend the Personnel Policy for clarification or to better meet the needs of the employees and the County; and

WHEREAS, internal and external review of the policy identified needed modifications to the policy, and

NOW, THEREFORE BE IT RESOLVED, by the Board of Commissioners of Chatham County, that Personnel Policy be amended as follows:

Article V, Section 6, Subsection A:

By changing to:

The employment of immediate family members of designated Appointing Authorities, the Finance Officer, and anyone employed in the County Manager's Office is prohibited. No two members of an immediate family shall be employed within the same department if such employment will result in one member supervising the other or in one member occupying a position that has influence over the other's employment, promotion, salary administration, or related management or personnel considerations. Employment of immediate family members in the same department is strongly discouraged even if does not result in one member supervising the other or in one member occupying a position that has influence over the other's employment, promotion, salary administration, or related management or personnel considerations. Employment of immediate family members within the same department requires the approval of the County Manager.

Article VI, Section 6, Subsection E:

By changing to:

Sick leave earned monthly is allowed as creditable service at the time of retirement to employees who are members of the North Carolina Local Government Employees' Retirement System. One (1) month of credit is allowed for each twenty (20) days of unused sick leave when an employee retires, and one (1) additional month is credited for any part of twenty (20) days' unused sick leave left over. ~~The maximum number of sick days that may be added at retirement is twelve (12) days for each year of membership service and prior service standing to the employee's credit.~~

Article IX, Section 6, Subsection B:

By changing to:

Employees subject to the jurisdiction of the North Carolina State Personnel Commission shall have the right to appeal suspensions, demotions, and dismissals to the State Personnel Commission through the Office of Administrative Hearings no later than thirty (30) days after receipt of notice of the appointing authority's decision, provided that the employee has obtained ~~regular~~ career status in accordance with the rules and regulations of the State Personnel Commission. [For employees hired on or after August 19, 2007 or those current in a probationary status on August 19, 2007, career status is defined as twenty-four (24) months of consecutive service with Chatham County in a position governed by the State Personnel Act (N.C.G.S. 126).] The decisions of the State Personnel Commission shall be binding in appeals of local employees subject to the State Personnel Act if the commission finds that the employee has been subjected to discrimination or if a binding decision is required by applicable federal standards. However, in all other local employee appeals, the decision of the State Personnel Commission shall be advisory to the local appointing authority.

Adopted this, the 22nd day of January, 2008.

George Lucier, Chairman

ATTEST:

Sandra B. Sublett, CMC, Clerk to the Board
Chatham County Board of Commissioners